

Role of Testing and the "A+E" in CT + Case-Officer Selection

o On 27 April 1984 [] (then DC/OED) submitted a report to C/CMS discussing CT selection standards. In his report he states, "The simple fact...is that there are aptitudes and traits indispensable to the successful practice of our trade, and that when [] test instruments identify a serious deficiency in any of them, they predict almost certain failure if the subject is hired."

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o On 18 December 1984 [] (then C/PEB/CMS) and [] submitted a report to C/CTD discussing attrition of DO/CT case officers. In their report they state, "Separation from [operations officer career track] as it relates to the Assessment and Evaluation is striking. That almost half of the separations were individuals in whom [] found one or more essential skills missing (or in very short supply) points to the correlation between the A&E and performance (including conduct and integrity). We ignore the A&E in our selection process at our peril."

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o On 13 March 1985 [] submitted a report to C/CMS discussing the employment suitability of DO/CTs in the April, 1984 CT class. In his report he states, "...the accumulated record of some 30 years clearly demonstrates that when [] through its assessment devices finds a candidate unlikely to succeed in the Operations Directorate, that prognosis invariably comes true should the candidate nevertheless be hired."

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o On 13 December 1985 [] (Recruitment Center) submitted a memorandum to D/OP discussing his review of A&E reports and their prediction of CT performance. In his memorandum he states, "I did come away from the review with a high degree of confidence in the A&E as a selection tool...especially in identifying potential problem cases."

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